## Wings Charter Middle School #467 Differential Pay 2013/2014

Teacher	1 share	.75 share	.5 share
Incentive	750/ Chudonto moleo	CEO/ Chudonto maleo	F10/ Students make
Increase in	75% Students make	65% Students make	51% Students make
student achievement	growth MCAP and MAZE benchmark from Fall to	growth MCAP and MAZE benchmark from Fall to	growth MCAP and MAZE benchmark from Fall to
acmevement			
Charlent	Spring.	Spring.	Spring.
Student	94% or above	92% or above	90% or above
Attendance Rate			
(ADA)			
Teacher	Evidence of effort in 4 or	Evidence of effort in 3 or	Evidence of effort in 2 or
Leadership Roles	more areas: Continuous	more areas: Continuous	more areas: Continuous
	Improvement Planning,	Improvement Planning,	Improvement Planning,
	Common Core Standards	Common Core Standards	Common Core Standards
	Integration, Use of Data	Integration, Use of Data to	Integration, Use of Data to
	to Guide Instruction, Best	Guide Instruction, Best	Guide Instruction, Best
	Practices of technology	Practices of technology	Practices of technology
	integration, Leadership	integration, Leadership	integration, Leadership
	Roles within the school	Roles within the school	Roles within the school
Teacher	98% or above	97%	96%
attendance rate	(no more than 2.5 days)	(3- 5 days)	(5- 7.5 days)
Implementation	Demonstrated evidence	Demonstrated evidence of	Demonstrated evidence of
of Professional	of 3 or more indicators:	2 or more indicators:	1 or more indicators:
Development	increased student	increased student	increased student
Plan	engagement, increased	engagement, increased	engagement, increased
	classroom management,	classroom management,	classroom management,
	increased use of	increased use of	increased use of
	technology to enhance	technology to enhance	technology to enhance
	instruction,	instruction, differentiated	instruction, differentiated
	differentiated instruction	instruction that meets	instruction that meets
	that meets IEP/504 plans,	IEP/504 plans, or other	IEP/504 plans, or other
	or other area of need to	area of need to be	area of need to be
	be determined with	determined with	determined with
	administrator	administrator	administrator
Classified	.5 share	.25 share	.1 share
Incentive			
Increase in	Same as certified	Same as Certified	Same as certified
Student			
Achievement			
Initiative and	Self-directed;	Mostly self-directed;	Mostly self-directed;
Implementation	dependable, no need for	dependable, little need for	dependable, some need for
	reminders or re-	reminders or re-direction;	reminders or re-direction;
	direction; able to	able to perform duties	able to perform duties
	perform duties	independently and well	independently and well
	independently and well	after routines established	after training and
	, ,		mentoring
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Support Staff Incentive	1 share	.75 share	.5 share
Increase in Student	Same as certified	Same as Certified	Same as certified
Achievement			
Implementation of	To be determined	To be determined	To be determined
effective student			
management plan			
Student Attendance	94% or above	92% or above	90% or above
Rate (ADA)			